



# UK Gender Pay Gap

**2025 Report**

April 5, 2025





Sompo is evolving. Our growth is driven by the shared purpose of our people, who work collaboratively to deliver excellence to our clients, colleagues, and communities. At the heart of this success is our commitment to core values that foster a workplace where every voice is respected, every perspective is valued, and every individual is empowered to thrive.

Over time, we have laid the foundations for a truly inclusive organisation. This work is vital to our success and to creating an environment where our employees feel engaged and valued.

Our 2025 Gender Pay Gap Report reflects steady progress, with reductions in our mean and median pay gaps and greater female representation at senior levels. While gender pay gaps remain a challenge across the insurance industry, we are proud of the actions we have taken to move in the right direction.

We remain committed to fostering inclusivity and living our values. By continuing to invest in inclusive hiring, talent development, and career progression, we are confident in our ability to achieve further progress and build a truly diverse and equitable organisation.

This report highlights our UK gender pay gap results for 2025 and reinforces the importance of working together with shared purpose to achieve our goals.

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## What is the gender pay gap calculation?

UK government legislation requires employers with 250 or more staff in the UK to publish statistics outlining the difference between the average pay of male and female employees, regardless of role, seniority and working hours. The analysis is based on a snapshot of data as of April 5th of each year. Companies in the UK must disclose the gender pay gap and the gender bonus gap based on mean and median differences in pay, the proportion of males versus females that receive a bonus, and the proportion of males and females falling within each pay quartile.

## Important distinction: Gender Pay Gap ≠ Equal Pay

Gender pay gap is the difference between the average pay of male and female employees, regardless of role, seniority and working hours. Equal Pay, as set out in the Equality Act of 2010, legislates that men and women in the same employment performing equal work must receive equal pay.

# Gender pay gap statistics

Our analysis of this year’s gender pay gap reporting reaffirms our commitment to providing equal pay for equal work and demonstrates progress in embedding inclusive behaviours across our organisation.

While we are encouraged by the notable improvements in our gender pay gap metrics for 2025, including reductions in both the mean and median hourly pay and bonus pay gaps, we recognise that challenges remain. Like the broader insurance industry, Sompo continues to face the issue of underrepresentation of women in senior, higher-paying roles, which contributes to the pay gap.

Encouragingly, we are seeing positive momentum in improving female representation throughout the organisation, especially at higher levels. In 2025, we surpassed last year’s achievement of reporting the lowest median pay gap in company history. Our mean pay gap has also improved, and our performance aligns favorably with industry peers in terms of both hourly and bonus pay metrics.

We remain committed to further progress. By continuing to invest in initiatives such as inclusive hiring, talent development, and supporting career advancement, we aim to build a more equitable and diverse organisation. While there is still work to be done, we are optimistic about our ability to make meaningful strides toward closing the gender pay gap and fostering a culture where all employees can thrive.

## Hourly Analysis

	Mean	Median
2025	28.0%	9.1%
2024	31.9%	13.3%
2023	35.1%	19.4%

## Employees Receiving a Bonus\*

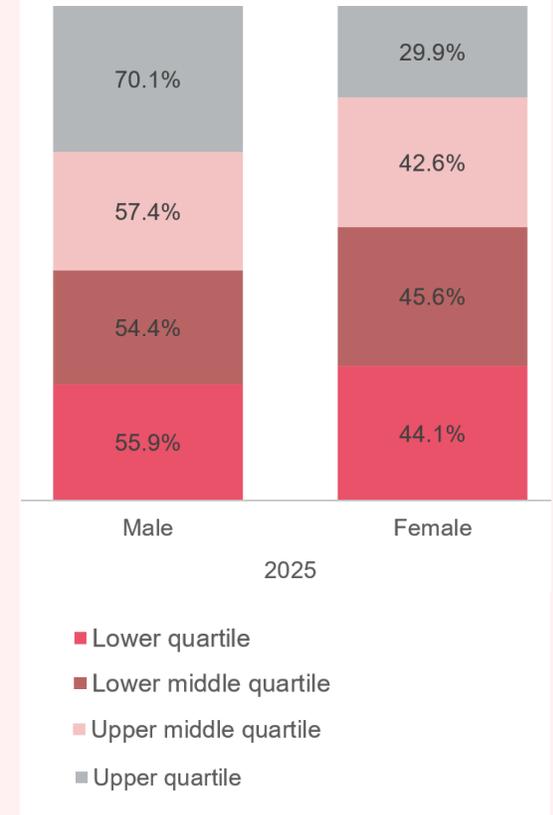
	Male	Female
2025	92.9%	91.9%
2024	91.7%	92.2%
2023	91.6%	89.3%

## Bonus Analysis

	Mean	Median
2025	39.8%	25.0%
2024	51.3%	25.8%
2023	50.6%	30.6%

*\*All employees at all levels within the company are bonus eligible. The proportion of females/male receiving a bonus payment is strictly driven by the timing of new hires during the first year of employment*

## Quartile based on Hourly Pay



# Our actions

At Sompo, a shared commitment to accountability, agility, collaboration, development and integrity defines our culture. Our Engagement & Inclusion strategy and actions align to these values as well as Sompo's purpose, corporate strategy, and business requirements.



## Accountability

Raise the bar

**Inclusion action:** Actively listen and empower each one of us to take accountability for inclusive actions and decisions.

- Listen to our employees: conduct listening sessions, engagement and pulse surveys to inform our actions
- Provide practical tools that foster inclusivity
- Launched Manager Practices - a foundational guide for effective and inclusive leadership at Sompo



## Agility

Keep it simple

**Inclusion action:** Raise awareness for diversity, enabling us to respond quickly and effectively to stakeholders.

- Continue to raise awareness, understanding and respect for diverse perspectives, experiences and people through various events and communications



## Collaboration

Build relationships

**Inclusion action:** Build connections inside and outside the organisation to deliver on our commitment to inclusion.

- Partner and sponsor organisations that align with our inclusion agenda
- Build a community of practice



## Development

Be curious

**Inclusion action:** Encourage respect, understanding and empowerment for employees to achieve their best.

- Launch third women's mentoring program
- UK employees attend Global Leadership Development Programmes
- Leading@Sompo provides a manager framework and fosters inclusive leadership
- Underwriter trainee mentoring program
- Promote other inclusion learning opportunities within our Learning Management Platform



## Integrity

Be trustworthy

**Inclusion action:** Optimise inclusion to attract, retain and develop talent to drive our high-performance culture rooted in fairness.

- Improved Benefits to support employee well-being
- Expand Mental Health First Aiders
- Launched Recognition Programme
- Improved senior level talent recruitment process

